

Gender Pay Gap Report 2022/2023



An inclusive and diverse workforce

Landmarc Support Services is continuing with its efforts to close the gender pay gap and is pleased to report that progress has been made to increase the percentage of its female workforce in this latest report.

Positive activities Landmarc is undertaking to progress the gender pay gap

There are a number of new female recruits at all levels in the company. The operative and technical grades are still proving to be challenging in terms of gender balanced recruitment as they remain, in traditional cultural terms, predominately male oriented occupations. However, Landmarc is demonstrating its keenness to recruit females to all roles by showcasing at recruitment fairs and developing promotional videos to show females working successfully in, what have been seen until recently, to be male dominated areas.

Landmarc's commitment to paying equal pay for work of equal value is absolute and its rates of pay are equally applied to all and negotiated under collective pay bargaining arrangements with a number of major Trade Unions, led by Unite and Prospect. The business works in constructive partnership with the Unions to promote efforts to close the gender pay gap.

One area Landmarc has used successfully to encourage female training and development is its Adult Apprenticeship Scheme and are looking at ways of expanding the scheme in technical and skilled trades areas with the intention of targeting female apprentices.



Here are some examples of Landmarc's successes:



Whilst I thoroughly enjoyed my role as Project Management Coordinator in the additional works department, I always wanted to progress my career and had aspirations to move back up to management level. My line manager at the time was very supportive of this and I was provided with some good training opportunities that would assist me going forward and develop my skills further. I completed my IOSH Managing safely and Site Management Safety Training Scheme in this role, which then put me in good standing for when I was promoted to a Team Manager. My new line manager has continued this support to help me settle into my new role and has identified areas of further development and training to enable me to be effective as a manager. At Landmarc, I have never felt that gender was any consideration when looking at progression within the company; it is more the right person for the right job.

Liz Staight, Team Manager



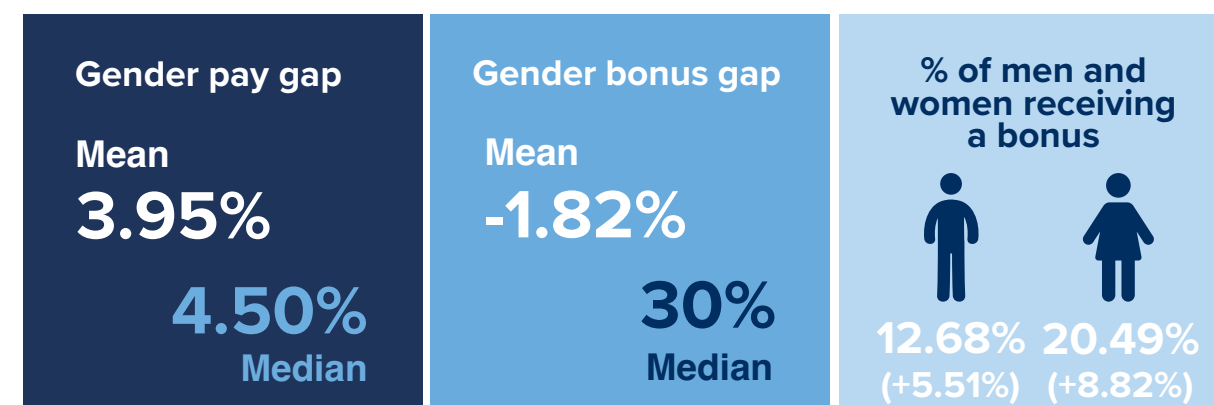
I started working as an administrator for the Property Services Agency in 1991; however over the years and through many changes of contracts, I developed a vast knowledge of how facilities management works. In 2019 I was promoted to Maintenance and Deployment Coordinator due to taking on extra responsibilities on both the infrastructure and Specific Services side of the current National Training Estate Prime (NTEP) contract. I was then given the opportunity by the Area Delivery Manager (ADM) and the Regional Operations Manager to do a Landmarc apprenticeship in Facilities Management, during which time I was promoted to Maintenance Manager.

Landmarc has been very supportive of me furthering my career by giving me the time working from home to undertake my apprenticeship. I have had support and advice when required from the ADM and the Defence Infrastructure Organisation (DIO) team on site and I am extremely grateful that Landmarc has given me this chance to pursue my ambition.

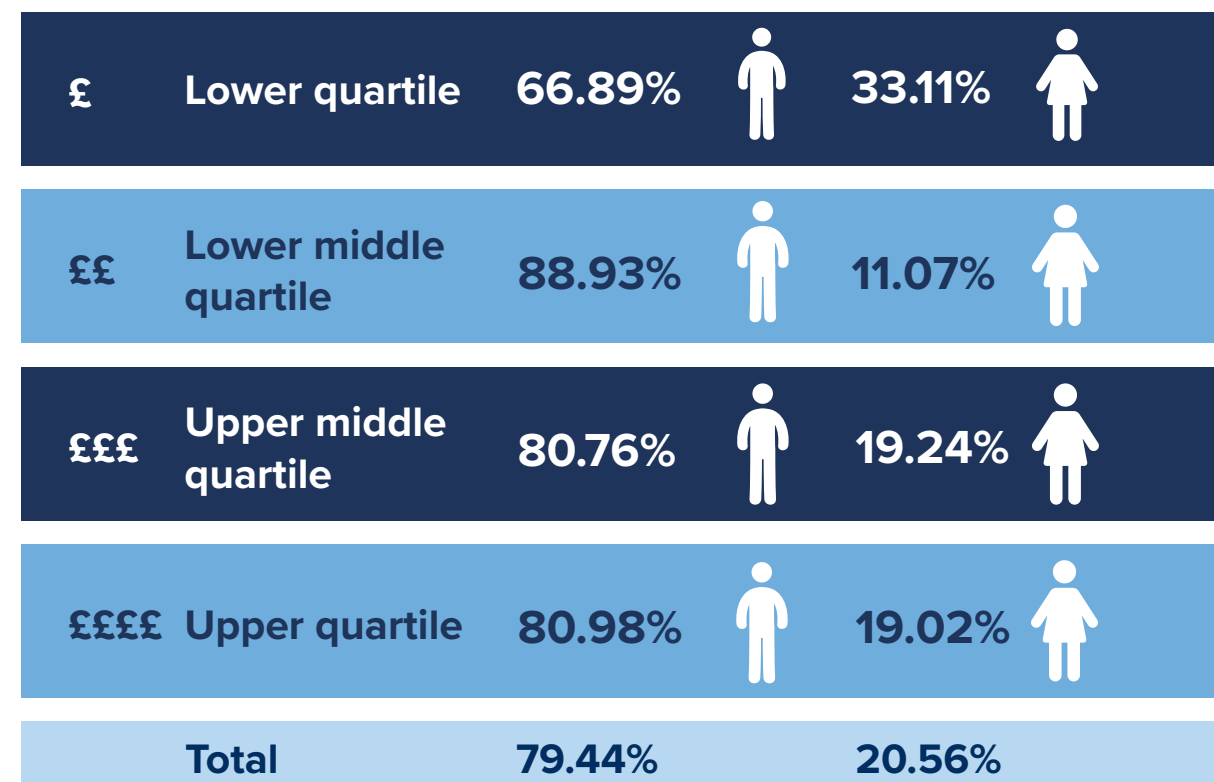
Joanne Hall, Maintenance Manager

Gender pay gap figures for the period

Landmarc employees, whether male or female are paid equally for doing the same job, reinforced by the collective bargaining agreements the company has with Trade Unions. Landmarc is proud that its gender pay gap has reduced year-on-year, however, the business still employs more men than women, which it is working hard to address through more inclusive and diverse recruitment processes.



Proportion of male and female colleagues in each pay quartile



Landmarc provides the support services that enable the Armed Forces to live, work and train on the UK Defence Training Estate. This includes consultancy, design, management and operation of training areas and ranges; explosives safety; built and rural estate management, including environmental and conservation support; information management and administration services; project management and commercial property management.

The business is currently 1,300 people strong and active across 120 military training sites across the UK. Landmarc is jointly owned by Mitie and Amentum.